



**MINORITY, WOMEN, DISADVANTAGED & EVANSTON BUSINESS ENTERPRISE
DEVELOPMENT COMMITTEE**

Wednesday, May 15, 2024, 6:00 P.M.

Lorraine H. Morton Civic Center, 2100 Ridge Avenue, Room 2402

AGENDA

	Page
1. CALL TO ORDER/DECLARATION OF A QUORUM	
2. APPROVAL OF MINUTES	
A. <u>Approval of the March 20, 2024 Minutes</u> Draft MWDEBE MINS 03-20-24 (1)	4 - 5
B. <u>April 17, 2024 Notes on File</u> MWDEBE Notes 4-17-24 (1)	6 - 7
3. GUEST INTRODUCTIONS	
A. <u>Dr. Twyla Blackmond Larnell</u>	
4. NEW BUSINESS	
A. <u>Dr. Twyla Blackmond Larnell - Research Proposal</u> Proposal II Evanston Economic Disparity Study (3)	8 - 26

5. STAFF REPORTS

- A. M/W/D/EBE Tracking Report 27 - 28
[2024 Final MWEBE Tracking sheet](#)
- B. LEP Tracking Report

6. OLD BUSINESS

- A. M/W/D/EBE Committee Work Plan Updates: 29 - 35

Working Group 1

1. ED M/W/D/EBE Self Declaration, Local Business Process & Business Directory Update
2. Business Survey Discussion
3. Community Contributions Award Proposal
4. How to use funds to develop websites & Events Coordinator (position/work)
5. Envision Evanston Survey

Working Group 2

1. City Webpages & Apps
 - a. Economic Development
 - b. Workforce Development
 - c. MWDEBE/ Business Diversity Workforce Development

Working Group 3

- 1) [Rebuilding Exchange + Ryan Field Agreement](#)

[WorkPlanUpdatedApr2024](#)

7. OTHER BUSINESS

8. ADJOURNMENT

Order & Agenda Items are subject to change. Information about the Minority, Women & Evanston Business Enterprise Development Committee (M/W/EBE) is available at: www.cityofevanston.org/mwebecommittee. Questions can be directed to Tammi Nunez at 847-866-2935.

The City of Evanston is committed to making all public meetings accessible to persons with disabilities. Any citizen needing mobility or communications access assistance should contact the Facilities Management Office at 847-866-2916 (Voice) or 847-448-8064 (TTY)

**MINORITY, WOMEN, DISADVANTAGED & EVANSTON BUSINESS ENTERPRISE
(M/W/D/EBE)**

DEVELOPMENT COMMITTEE

Wednesday, March 20, 2024

6:00 P.M.

Meeting Minutes

MEMBERS PRESENT: Councilmember Kristian Harris, Angela Pennisi, Ernest Noy, Bonaventure Fandohan, Michael McLean, Rachel Williams

MEMBERS ABSENT: Councilmember Bobby Burns, Councilmember Devon Reid, Jared Davis, Kemone Hendricks

STAFF PRESENT: Tammi Nunez, Purchasing Manager; John Gonzalez, Purchasing Specialist; Jessica Cooper, Interim Workforce Development Manager; Genaro Hernandez, Career Development Coordinator

GUEST:

PRESIDING MEMBER: Councilmember Kristian Harris

1. Declaration of a Quorum

With a quorum present, Councilmember (CM) Harris called the meeting to order.

2. Approval of Minutes

Committee member Angela Pennisi motioned to approve the minutes for October 18, 2023. Seconded by Bonaventure Fandohan. All voted in favor of approving the minutes unanimously.

Discussion notes for December 20, 2023 and February 21, 2024 were also reviewed and placed on file; as no quorum was established on the respective dates.

3. Guest Introduction

4. Staff Reports

A. M/W/D/EBE Waiver Request

Waiver request from bidder Kovilic Construction Company, Inc. for BID 24-01 Mechanical Dredging at the Church Street Boat Ramp. Per the bidder, the process of dredging in an environment such as Lake Michigan requires the knowledge and experience of operating an excavator in water of varying depths and currents.

Committee member Ernest Noy motioned to approve the M/W/D/EBE waiver request. Seconded by Michael McLean. All voted in favor of approving M/W/D/EBE waiver request unanimously.

B. LEP Projects

2023 LEP Project Summary

BID 22-70 Evanston Animal Shelter Renovations, awarded to CCC Holdings, Inc. Currently not compliant and has requested a waiver. The bidder does currently have a city resident employed in a supervisory role but the current role does not meet LEP requirements. The bidder attended and discussed the project during the October 2023 MWDEBE meeting.

BID 23-26 Watermain Improvements and Street Resurfacing, awarded to Bolder Contractors, Inc. LEP compliance is under evaluation. Currently utilizing an Evanston resident in other non-city related projects to meet requirements. Resident is a full-time employee of the company.

Water Treatment Plant - Roof Improvements. Awarded to Garland/DBS, Inc. Bidder was non-compliant. Project is complete. Committee member Angela Pennisi motioned to approve the collection of the \$9,972.05 penalty. Seconded by Rachel Williams. All voted in favor unanimously.

5. New Business

A. 2024 Committee Meeting Calendar

Committee member Ernest Noy motioned to approve the 2024 Committee Meeting Calendar. Seconded by Michael McLean. All voted in favor of approving the 2024 Committee Meeting Calendar unanimously.

6. Old Business

A. M/W/D/EBE Committee Work Plan Updates:

Working Group 1: Business Survey Discussion:

Add "Non-Applicable" box/option to question number 5.

Committee member Michael McLean motioned to approve the release of the Business Survey and send to registered Evanston Business's before the April 17, 2024 (M/W/D/EBE) Development Committee. Seconded by Bonaventure Fandohan. All voted in favor of approving the 2024 Committee Meeting Calendar unanimously.

Working Group 2: No discussion.

Working Group 3: No discussion.

7. Other Business

8. Adjournment

Councilmember Harris ended the meeting at 7:23 P.M

**MINORITY, WOMEN, DISADVANTAGED & EVANSTON BUSINESS ENTERPRISE
(M/W/D/EBE)
DEVELOPMENT COMMITTEE
Wednesday, April 17, 2024
6:00 P.M.
Meeting Notes (No Quorum)**

MEMBERS PRESENT: Councilmember Bobby Burns, Angela Pennisi, Ernest Noy, Jared Davis, Michael McLean

MEMBERS ABSENT: Councilmember Devon Reid, Councilmember Kristian Harris, Rachel Williams, Kemone Hendricks, Bonaventure Fandohan

STAFF PRESENT: Tammi Nunez, Purchasing Manager; John Gonzalez, Purchasing Specialist; Jessica Cooper, Interim Workforce Development Manager

GUEST: N/A

PRESIDING MEMBER: Councilmember Bobby Burns

1. Declaration of a Quorum

No quorum present.

2. Approval of Minutes

No quorum present.

3. Guest Introduction - N/A

4. Staff Reports

A. M/W/D/EBE Tracking Report

Hold to discussed at the May 15, 2024, committee meeting.

B. LEP Projects:

BID 22-70 Evanston Animal Shelter Renovations, awarded to CCC Holdings, Inc. \$19,500 compensation paid to Evanston resident determined not to be in LEP eligible position. Hold to discussed at the next meeting.

BID 23-26 Watermain Improvements and Street Resurfacing, awarded to Bolder Contractors, Inc. LEP compliance is under evaluation. Currently utilizing an Evanston resident in other non-city related projects to meet requirements. The resident is a full-time employee of the company. Hold to discussed at the next meeting.

Water Treatment Plant - Roof Improvements. Awarded to Garland/DBS, Inc. Bidder was non-compliant. The project is complete. During the March 20, 2024, committee meeting, committee member Angela Pennisi motioned to approve the collection of the \$9,972.05 penalty. Seconded by Rachel Williams. All voted in favor unanimously. Update: due to changes in work performed/completed by the vendor, the total penalty has been revised to \$9,636.

5. **New Business** - N/A

6. **Old Business**

A. **M/W/D/EBE Committee Work Plan Updates:**

Working Group 1:

1. ED M/W/D/EBE Self Declaration, Local Business Process & Business Directory Update: Economic Development emailed businesses interested in self-declaration.
2. Business Survey Discussion: Survey Update Recommendations: Survey email sent on April 17, 2024. List of businesses and home-based businesses with contact info provided by Economic Development.
3. Community Contribution Award Proposal: Consider potential eligible companies to submit videos highlighting their contributions. Engage Evanston Township High School students to assist with producing videos as an extracurricular activity.

7. **Other Business** - N/A

8. **Adjournment**

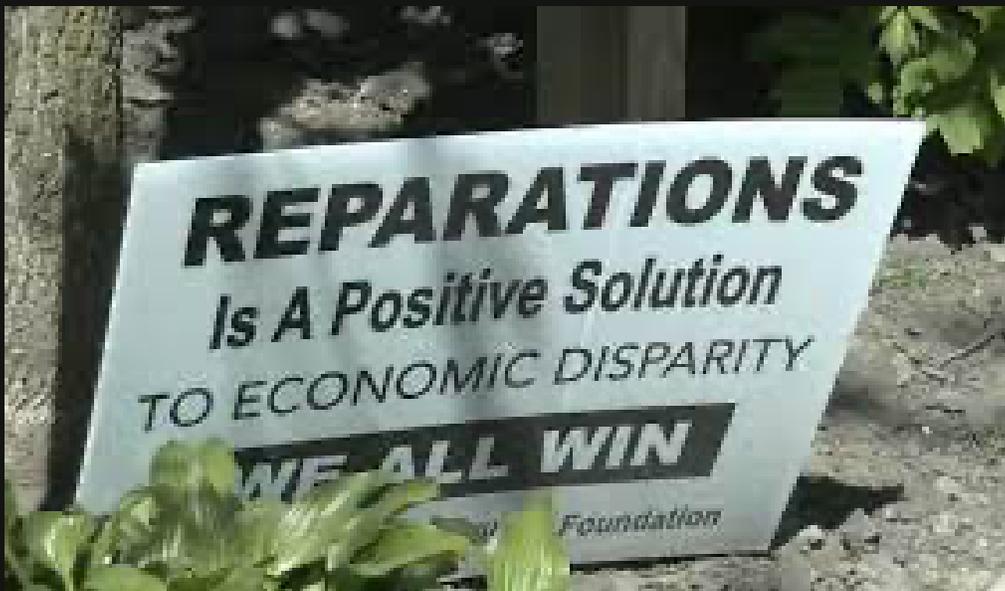
Councilmember Burns ended the meeting at 7:25 P.M



TRANSFORMATIVE
RESEARCH AND SOLUTIONS

RESEARCH PROPOSAL

RACIAL BUSINESS DISPARITIES IN EVANSTON, ILLINOIS



PREPARED FOR
Evanston, IL
Reparations Subcommittee

PRESENTED BY
Twyla Blackmond Larnell, PhD
March 2024

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TWYLA BLACKMOND LARNELL, PHD

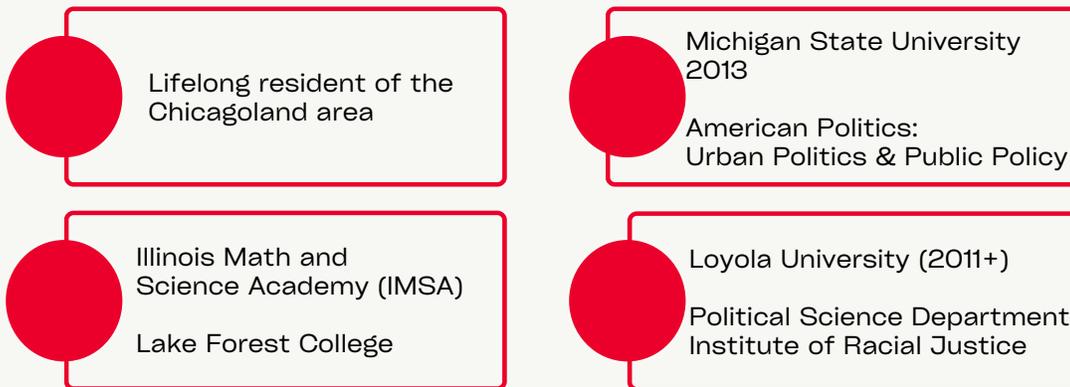
President and Lead Researcher

Transformative Research and Solutions

Associate Professor, Political Science

Senior Faculty Affiliate, Institute of Racial Justice

Loyola University Chicago



Relevant Publications

Blackmond Larnell, Twyla and Meghna Chandra (2023) 2023 State of Black Chicago. Chicago Urban League.

Blackmond Larnell, Twyla and Davia Downey. (2019) "Tax Increment Financing in Chicago: The Perplexing Relationship Between Blight, Race, and Property Values". *Economic Development Quarterly* 33(4): 316-330.

Blackmond Larnell, Twyla. (2020). "Wine, Beer, and Lotto: Black Community Mobilization Against Liquor Stores in Chicago" *Journal of Black Studies*

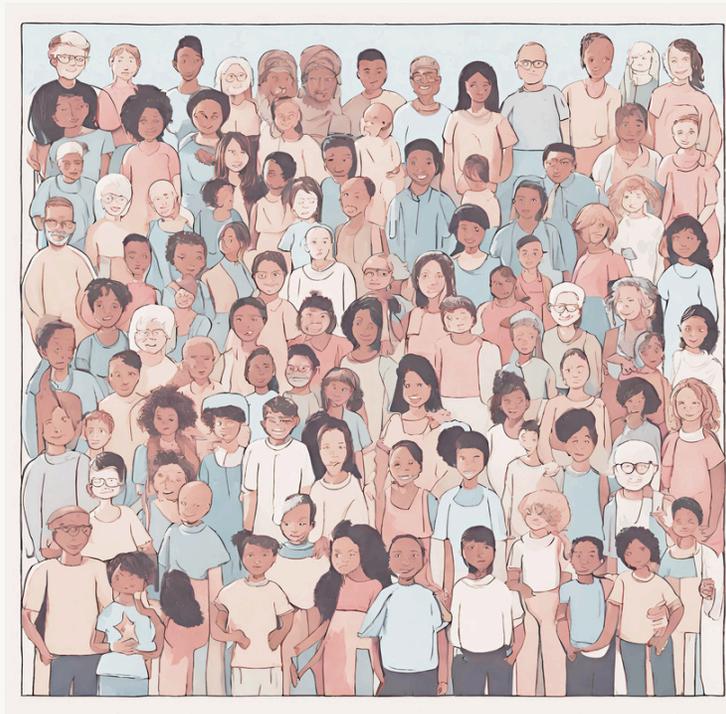
Williams, Cameron, Twyla Blackmond Larnell, and April Eddie. (2023). "Race and Poverty Deconcentration Initiatives: The Salience of Race in Subsidized Housing in Chicago." *Journal of African American Studies* 27: 142-158.

Current projects

Blackmond Larnell, Twyla and Meghna Chandra: Tax Increment Financing and Gentrification in Chicago

Blackmond Larnell, Twyla, Meghna Chandra and Faith Kares: Supporting Black Businesses in the South Chicago Neighborhood.

TRANSFORMING COMMUNITIES WITH ETHICAL **RESEARCH** AND EQUITABLE **SOLUTIONS**



“When conducted in a **socially conscious and ethical manner**, research plays a pivotal role in identifying, addressing and improving all issues by providing **evidence-based reasoning** supported by **community members’ varying experiences** to understand the root causes of the obstacles facing them and determining the most **effective solutions** while being **sensitive to the needs of all citizens**”.

Twyla Blackmond Larnell, PhD

At Transformative Research and Solutions (TRS), our approach is meticulously crafted, recognizing the pivotal influence of research design on the outcome of the study. What distinguishes TRS from other research consulting firms is our **unwavering commitment to excellence!** We set ourselves apart by not only drawing on **interdisciplinary literature** and **top-tier data** but also by employing a **diverse array of quantitative and qualitative methodologies** to ensure the production of **high-quality findings**.

TRS places immense **value on the perspectives of our partners and community members** throughout every phase of our projects. This commitment to a **collaborative environment** enables us to extract nuanced insights that enhance research design and solution development. This also reinforces TRS' dedication to **delivering timely updates on the progress of the study** and **incorporating clients' feedback**.

At TRS, we aspire to be at the forefront of ethical research practices, ensuring that our work not only adheres to the highest standards but also contributes to a more equitable and just society. Our **socially conscious research** provide **evidence-based and community-informed remedies** to complex issues.

In essence, our mission is to be a **trusted partner**, leveraging the power of research to illuminate pathways toward positive change. We strive to make meaningful contributions to society, ultimately **fostering a better future for all**.





TRANSFORMATIVE
RESEARCH AND SOLUTIONS

THE PROPOSAL

TO IDENTIFY **RACIAL PATTERNS** IN **BUSINESS ACTIVITY** AND **OBSTACLES** FACING **BLACK ENTREPRENEURS** TO RECOMMEND STRATEGIC **INTERVENTIONS**

Research shows that entrepreneurship is lowest amongst Black Americans. Of those who do take on the challenge, many tend to struggle more than others in all phases of their companies' existence leading to increased costs and higher closure rates.

This is the result of numerous systemic disparities rooted in **racial capitalism** that complicate the startup and operations, thus success, of Black-owned businesses in communities across the U.S. Capitalism inherently creates an unequal and inequitable system. Racism exacerbates the ills of capitalism, particularly for Black (potential) business-owners

- Access to financial-related information
- Access to business-related information
- Access to capital
- Legal/regulatory obstacles
- Increased startup costs
- Increased operating costs
- Racial discrimination in real estate market
- Networking
- Mentorship
- Opportunities
- Public visibility
- Market bias
- Consumer bias

REVITALIZE, PRESERVE, AND STABILIZE SUPPORTING BLACK BUSINESSES IN EVANSTON

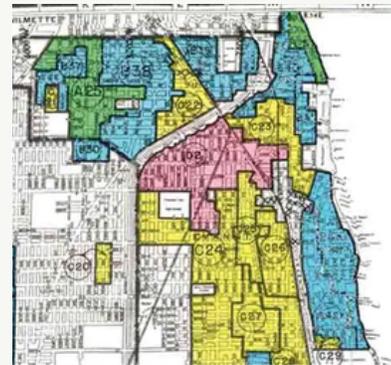
Historical institutional and individual racism created the current racial business disparity.

Despite the **increased racial diversity in Evanston and recent progressive initiatives promoting inclusivity and equity**, the village continues to struggle with important racial disparities, particularly in business ownership.

Not only is Black entrepreneurship is a **strong conduit for Black (generational) wealth**, but it aids communities in **expanding their local economies**. Supporting potential and current Black business owners **1) intensifies business activity** by diversifying goods and services available to residents as well as **2) creates space in the a local economy** for businesses that specifically providing for the needs and interests of Black residents. The latter, promotes **Black residents' feelings of belonging in their community**.



914 Davis St., Henry Butler's Livery Stable

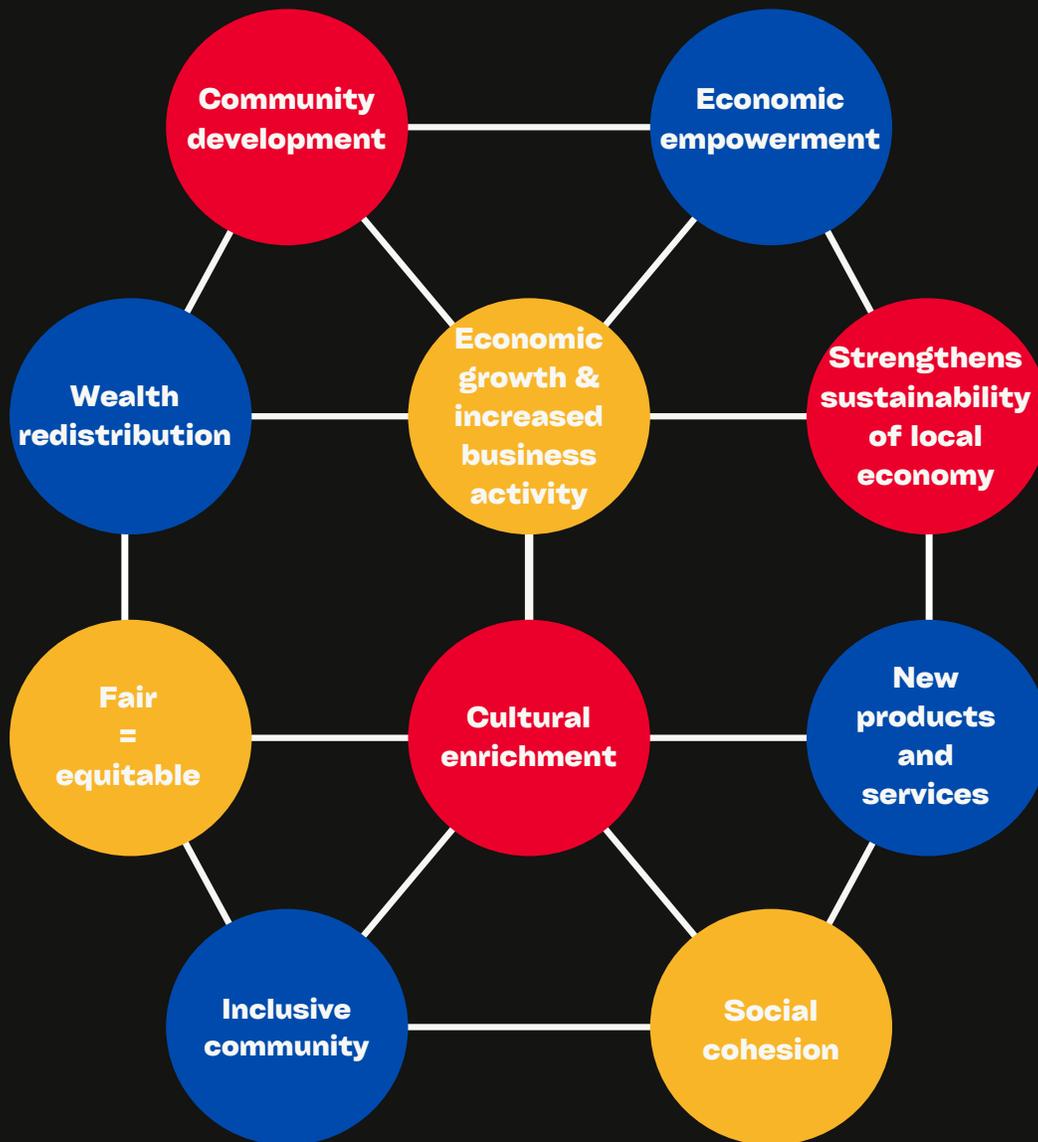


Redlining in Evanston



1918 Asbury Ave., Evanston's Sanitarium

SUPPORTING EQUITABLE BUSINESS PRACTICES THAT TARGET BLACK BUSINESS OWNERS



EVIDENCE-BASED RECOMMENDATIONS THAT WITHSTAND QUESTIONS OF STRICT SCRUTINY

Legal precedent states that all cases in which the government distributes benefits according to race must be reviewed with “strict scrutiny”. This categorization places a heavy burden on government to prove that **the policy is indeed necessary to achieve “a compelling state interest”** otherwise it may risk it being deemed unconstitutional. One could argue that the compelling state interests is to supports economic growth for the community and specifically Black residents who continue to display a diminished presence in the local business community. However, a stronger rationale may exist: **market economics systematically hinder Black business owners in Evanston.**

Given history, a brief review of data, and a breadth of research, it is expected that the analyses will show that Black business owners experience challenges as a result of **systemic barriers**, not bad business decisions. Without **targeted government intervention**, Black business owners will continue to struggle in comparison to their peers reducing or negating the benefit of entrepreneurship. Evanston has an ethical responsibility to provide an equitable and inclusive (business) community.

Any governmental policies or programs must be **“narrowly tailored to achieve that interests while using the least restrictive means possible”**. In effect, the solutions must be specifically designed to address the unique challenges faced by Black business owners without placing “undue burden” on residents who do not beneficiaries. Recommended solutions will focus on directing resources to the issues that *overwhelmingly* affect Black business owners while minimizing the use of redistributive tactics.

**MWBE Local Business
Disparity Study for the
City of Evanston**

Final

submitted by

D.J. Miller & Associates, Inc.

April 1996

The aim is to replicate the 1996 Business Disparity Study while making notable advances by inquiring deeper into the experiences of Black business owners using various datasets, quantitative and qualitative analyses. The final report will include a comprehensive examination that expands on the previous findings with fresh insights into current racial business disparities along with the factors perpetuating and altering them over time. The study will center on **five research questions.**

What were the advantages, disadvantages, and outcomes of the earlier interventions?



What is the current status of racial business disparities in Evanston?



How have racial business disparities evolved over time?



What obstacles face current and potential Black business owners?



What policies and programs can help alleviate the struggles of Black-owned businesses and create an equitable business environment in Evanston?



EXPANDING ON THE INITIAL STUDY

The proposed study will rely on a **wider set of data** in conjunction with previously used data including **quantitative** (e.g. demographic, governmental financial and expenditure records, business licensing and activities, and **surveys** of residents and businesses) and **qualitative** data (e.g. historical information, state and municipal policy documents, governmental meeting minutes, business plans and related documents, as well as **interviews** with policy leaders)

FINANCIAL DATA

- Startup costs
- Operational expenses
- Revenues
- Investment patterns

ACCESS TO CAPITAL

- Loan approval rates
- Loan interests rates
- Overall financial support from lenders and banks

OPERATIONAL EXPENSES

- Employee-related costs (e.g. hiring, training)
- Licensing and compliance costs
- Insurance-related expenses

MARKET DISPARITIES

- Consumer need
- Level of marketing for goods and services
- Advertising costs

NETWORKING

- Building professional relationships
- Accessing new business opportunities
- Securing (governmental) contracts

COMMUNITY ENGAGEMENT

- Costs associated with donating to social and political causes

PERCEPTIONS AND EXPERIENCES OF DISCRIMINATION

GOVERNMENTAL DATA

The initial report provided a in-depth analysis of the local business environment and market, municipal procurement policies, as well as the availability and utilization of EBE (Evanston-based business enterprises) and **minority, women, and/or Black business enterprises** (MWBE) programs. This acronym has been updated to M/W/D/EBE to reflect municipal programs supporting **minority, women, and disadvantaged business enterprises**.

- What are the current governmental resources available to Evanston’s business community (types, levels, effectiveness, and disparities)?
- What are the current governmental resources available to Evanston’s Black-owned businesses, specifically?
- To what extent are Black-owned business owners
 - aware of these programs?
 - possess the resources to apply for these programs?
 - eligible for these programs, especially government contracts?

PERFORMING NEW ANALYSES

The increased availability of digitized data in a wide variety of areas strengthens the capacity to create an extensive dataset at different points in time. With the use of ARCGIS software, several datasets will be merged to strengthen the capacity to investigate relationships not discussed in the earlier report. This wealth of information supports **robust statistical analyses** on the **racial business disparities**, the **contributing factors**, and **impact on Black business owners**. The same software permits the use of **spatial analyses** facilitating an examination of the role that lesser examined factors (e.g. proximity to similar businesses, other businesses, public transportation, office/business districts, downtown area, residential areas, and major streets) play in supporting/hindering the success of Black-owned businesses.

COMMUNITY INPUT

In the 1996 report, findings were provided from interviews with various business owners and leaders of professional organizations to collect evidence of discrimination. More specifically, it was an **“effort to capture the experiences, attitudes, issues, and perceptions of business owners seeking opportunities with the City and in Evanston more generally”**. Beyond investigations into market discrimination, the previous report did not provide much insight into the concerns, needs, and desires of Black business owners.

Conducting a virtual **survey** of many more business owners as well as residents will support a deeper understanding of the challenges faced by Black business owners leading to more informed, thus effective, policy and programmatic recommendations. **It is critical that the solutions intended to help Black business owners genuinely resonate with their lived experiences.**

Brief interviews will be scheduled with members of the Evanston’s Economic Development Committee and Reparations Committee as well as the local Chamber of Commerce to **inquire about perceptions of obstacles facing Black business owners from policy leaders**.

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THE FUTURE	→ 08

- Phase 1** Data collection
(3 months)
- Phase 2** Data maintenance
(organizing and
coding)
(1 months)
- Phase 3** Data Analysis
(2 month)
- Phase 4** Drafting of Report
(1 month)
- Phase 5** Revisions, if
neccessary
(1 month)



OBJECTIVE

To identify racial patterns in Evanston business activity and obstacles facing Black entrepreneurs to recommend strategic Interventions

SCOPE OF WORK

- Research design
- Survey development (including advertisements)
- Data collection and management
- Data analysis
- Reporting
- Final publication

BUDGET

- Research and reporting: :\$22,000
- Data collection: \$3,000
 - paid directly to online survey platform and participants

Total cost: \$25,000

TERMS AND CONDITIONS

Payment schedule:

- Four equal payments of (\$5,500) every two months.
- The first payment is required prior to project initiation.

Timeline:

- Approximately 6 months from project initiation
- Delays caused by unforeseen circumstances will be communicated promptly.

Client responsibilities:

- The client will provide necessary information, access, and cooperation for the successful execution of the project.
- Any delays in client-provided materials may impact timelines.

Confidentiality:

- Both parties agree to maintain the confidentiality of project-related information and not disclose sensitive details without mutual consent.

Ownership of deliverables:

- Upon full payment, the client retains full ownership of the final deliverables for their intended use.

Revision policy:

- Reasonable revisions will be accommodated within the scope of the project. More significant revisions (e.g. research design or analysis) may incur additional charges.

THANK YOU!

THIS IS IMPORTANT WORK!

Efforts to address systemic issues, promote diversity and inclusion, and provide equitable opportunities can contribute to leveling the playing field for Black business owners while improving the entire community by expanding residents' exposure to new things and people as well as growing the local economy. I am extremely eager at the opportunity to potentially support Evanston as it continues to make great strides to actively promote equality and equity.

This research coincides perfectly with my research interests and methodological skills, but also my commitment social justice and conducting research that works to improve lives by addressing inequities. Helping Evanston understand the specific challenges facing Black business owners by providing evidence-based and actionable recommendations will have a long-term impact on them and the broader Evanston community.

The policies that will emerge from this work will empower the Black entrepreneurial community, thus Black families, strengthening their feeling of belonging to their city. **This work will again make Evanston a exemplar of quality local governance!**

2024 MWDEBE Goal Compliant												
Dept.	Date	RFP/Bid #	Project Title	Total Project Amount	% MWEBE	Name of MWEBE	M BE	W BE	E BE	D BE	Subcontract Amount	MBE Group
PWA	2/12/2024	BID 23-55	Ecology Center Renovation	\$2,318,999		Bodala, LLC, DBA Central Rug and Carpet (LEP Eligible)						
					6.2%	Central Rug and Carpet			X		\$ 142,743.00	
					5.6%	JH Plumbing Solutions, Inc	X				\$ 129,000.00	
					12.5%	Windy City Heating & Cooling, Inc	X				\$ 289,500.00	
PWA	2/12/2024	RFP 23-38	Solar Power Purchase Agreement @Robert Crown Community Ctr.	N/A		Verde Solutions LLC						
					25.0%	BA Lighting LLC dba BA Solutions		X			N/A	
February Total				\$2,318,999.00							\$ 561,243.00	
Total to Date				\$2,318,999.00	24.20%		2	1	1	0	\$ 561,243.00	
PWA	3/11/2024	RFP 23-53	Pavement Condition Evaluation Project	\$82,592.00		Infrastructure Management Services, LLC						
					3.6%	Barricade Lites Inc.	X				\$3,000.00	
PWA	3/11/2024	BID 23-56	Street Light Improvement Project	\$483,271.00		Utility Dynamics Corporation (LEP Eligible)						
					25%	Everlights Inc.				X	\$121,000.00	
PWA	3/25/2024	RFP 23-54	Towing Services	TBD		North Shore Towing						
									X		N/A	
March Total				\$565,863.00							\$124,000.00	
Total to Date				\$2,884,862.00			3	1	2	1	\$ 685,243.00	
PWA	4/29/2024	No Proj #	2024 Capital Improvements Proj's. Construction Engr.	\$343,049.00		Terra Engineering Ltd., (LEP Eligible)						
					100%	Terra Engineering Ltd.,		X			\$343,049.00	
PWA	4/29/2024	Bid 24-05	2024 Water Main Improvements Project	\$4,578,387.00		Joel Kennedy Constructing Corp., (LEP Eligible)						
					2.18%	Orient Express Service, Co.	X				\$100,000.00	
					2.18%	Menini Trucking, Inc		X			\$100,000.00	
					0.96%	J.A.C.K. Contractor Services		X			\$43,928.00	
					0.25%	Chicago Cut Concrete Cutting, Inc.		X			\$11,250.00	
					2.18%	Ozinga			X		\$100,000.00	
					1.23%	Nels Johnson - SavATree			X		\$56,542.00	
ED	4/29/2024	RFP 24-02	2024 Great Merchant Grants Prog & Business District Landscaping	\$74,679.00		Herrera Landscape & Snow Removal						
					100%	Herrera Landscape & Snow Removal			X		\$ 74,679.00	
ED	4/29/2024	RFP 24-09	2024-2025 Business District Maint. Proj.	\$380,000.00		BrightView Landscapes, LLC						
					41.45%	Maza Construction Corporation	X				\$157,500.00	
April Total				\$5,376,115.00							\$986,948.00	
Total to Date				\$8,260,977.00			5	5	5	1	\$ 1,672,191.00	

LEP Penalty 41307 Fund as of 05.10.2024
Current LEP Balance was \$92,328.61

2024 MWDEBE Goal Waived							
Dept.	Date	RFP/Bid #	Base Bid Amount	Project Title	Company	Reason Waived	
PWA	2/12/2024	BID 23-58	\$1,577,362.00	Service Center North Fuel Island Replacement Project	Stenstrom Petroleum Services Group (Rockford, IL)	Self-perform work: Precludes Subcontracting Opportunities	Work is highly technical and specialized work in nature and recognized the limited number of potential qualified vendors.
PWA	2/26/2024	BID 24-04	\$571,431.25	2024 CIPP Sewer Rehabilitation – Contract A	National Power Rodding Corp., (Chicago, IL)	Self-perform work: Highly skilled & specialized work (CIPP lining is relatively specialized work. As a 'trenchless technology', work is done to minimize or eliminate disturbance at ground level.)	CIPP sewer lining process occurs through existing manholes, where a new pipe is essentially installed within the old existing pipe. The process for smaller diameter sewers (<36") typically takes less than a day, and requires no excavation.
PWA	3/11/2024	RFP 23-59	\$38,744.00	Ice Refrig Maint. Svcs. Robert Crown Community Center	PremiStar LLC, (Wood Dale, IL)	Self-perform the work; They will utilize their technicians to perform the services requested.	Although PremiStar LLC., will attempt to use Boiler Source, HILLCO and RHL Insulation, WBE certified supply vendors for common materials, supplies, parts, etc.
PWA	3/25/2024	BID 23-14	\$69,189.25	2024 Summer Bus Transportation	Compass Transportation, (Chicago, IL)	Commodity Purchase	
PWA	3/25/2024	BID 24-01	\$115,000.00	Dredging of the Church Street Boat Harbor	Kovilic Construction Co., Inc. (Franklin Park, IL)	Self-performing the work	The process of dredging in an environment such as Lake Michigan requires the knowledge and experience of operating an excavator in water of varying depths and currents
PWA	4/29/2024	Bid 24-03	\$542,680.00	Service Center Building D - 2024 Parking Garage Restoration	Monson Nicholas Inc., (Villa Park, IL)	Self-performing the work	Monson Nicholas Inc., specializes in the type of work being performed and does not subcontract the labor for this type of work. They will self-perform all work. The waiver request and explanation were reviewed and approved to be valid by the Project Manager.

MWDEBE Committee Work Plan	Status	Next Step	Timeline
Goal 1: Position Evanston's MWDEBE Committee as a leader in MWDEBE advocacy in Evanston.	Working Group Members: Angela & Jared & Kemone		
Strategy 1: In collaboration with community partners, develop and maintain a MWDEBE directory that is accessible to the public.			
Tactic 1: Prepare and distribute an email form to gather directory information for MWDEBE businesses	Economic Development staff is updating the business registration process to include this information; MWDEBE committee has provided input	Launch new business registration process	7/2023
Tactic 2: Aggregate available business registration information on MWDEBE businesses to create a directory	Will be able to proceed as businesses register in the new system	Await new business registration process	7/2023
Tactic 3: Seek input from and / or collaboration with the Black Business Consortium, Evanston Chamber of Commerce and other potential partners.			
Strategy 2: Identify and assess the needs of the MWDEBE community through a minimum of quarterly initiatives and outreach efforts.			
Tactic 1: Survey businesses that identify as MWDEBE through the business registration process	Initial survey questions being collected	Finish survey and distribute to any businesses we currently have information for	Survey approved March 20, 2024; Send out to registered businesses on file prior to Apr 2024 meeting
Tactic 2: Host in-person and virtual listening events, including ward meeting attendance	Inaugural contracting fair held	Plan follow up events	
Strategy 3: Collaborate with the Economic Development Committee to facilitate discussion of their agenda items, allowing the MWEBE Committee to provide an assessment of impact on the MWDEBE community.	MWDEBE liaison serving on Economic Development Committee	Active engagement with agenda and full MWDEBE committee input	
Strategy 4: Seek opportunities to collaborate with community partners to provide networking and supportive programming for the MWDEBE community.			
Tactic 1: Provide an MWDEBE Committee presence at existing and planned networking events.			
Strategy 5: Prepare an annual report to the Mayor and City Council, summarizing actual versus proposed MWEBE participation in city budget items and related cost factors, as well as the assessed needs of the MWDEBE community and supportive activities of the MWDEBE committee.			
Goal 2: Increase local firms that provide goods and services the City needs	Working Group Members: Bonaventure & Krissie & Devon		
Strategy 1: Create a Supplier Diversity Program at the City that may include designing a training program for the purpose of increasing the capacity of local firms to provide the goods and services the City needs.			
Strategy 2: Review and evaluate the City of Evanston's procurement and competitive bidding practices in order to maximize opportunities for MWDEBE businesses.			
Tactic 1: Include questions about procurement and the procurement process in surveys, focus groups and biannual town hall meetings assessing the needs of the City's MWDEBE community			
Tactic 2: Post procurement opportunities 10 days earlier to the MWDEBE community			
Tactic 3: Actively advertise opportunities and recruit MWDEBE contractors for participation in the procurement process, including open houses featuring differnet vendors			
Tactic 4: Create a self-assessment and hold Q&A sessions to help MWDEBE businesses prepare for participating in the City's procurement process			
Tactic 5: Partner with workforce development organizations to provide training for MWDEBE growth in Evanston			
Tactic 6: Specify percentage of work/bids to be awarded to MWDEBE through contracting and subcontracting processes			
Tactic 7: Breakdown municipal contracts into smaller sizes to increase accessibility for small businesses.			
Goal 3: Increase the number of local contractors that work as general contractors and subcontractors on major projects in Evanston	Working Group Members: Michael, Ernest & Rachel		
Strategy 1: Provide training, networking and business opportunities for MWDEBE businesses connecting them to major projects in Evanston, such as the NU stadium project			
Tactic 1: Launch a training center to create a pipeline for laborers into the trades, as well as supporting transtion from tradespeople to business owners			

MWDEBE Committee Work Plan	Status	Next Step	Timeline
Tactic 2: Create a directory of active contractors			
Tactic 3: Re-evaluate hiring criteria to increase work opportunities			
Tactic 4: Incentivize real estate owners with a possible tax incentive to utilize local small businesses			
Strategy 4: Increase access to small business training resources			
Tactic 1: Consider the SBA 8A Mentor/Protégé program to support a regenerative business environment in which local business mentor small businesses to gain greater access to opportunities			
Tactic 2: Consider a permanent home for small business assistance program for Evanston businesses, aimed at clearing obstacles to growth and opportunities			
Tactic 3: Engage with the high school to educate the promote small business and entrepreneurship, including training in the 8A program requirements			

Jared Davis Notes:

Survey Feedback:

- I think that questions #7,#8,#9 need to have mult. choice added for clarity.
- #10. CDFI? Maybe that's just abbreviated for our purposes and will be spelled out on the actual survey, but I don't know what that means.
- Additionally, would your firm be interested in or could it be beneficial for you to be listed as a local marketplace vendor.

Questions / Comments for the Committee and City:

Generally speaking, how do we (MWEBE & COE) get to a place where the "Business Case for Diversity" is to our advantage and not to our detriment? Diverse board leadership diverse management, diverse workforces all are proven to produce better outcomes. Municipals, orgs and companies who don't figure this out soon, will find themselves in a regulatory quandary, an employee shortage and a PR nightmare.

Yet it seems at every significant turn we try to make in the interest of our most vulnerable population, we are essentially penalized in a number of ways that are not seen by the untrained eye.

How do we not only figure out sustainable solutions internally, but help existing and potential partners of COE figure this out as well?

- Why are we (COE) not a desirable municipality to work with on bids for the projects we have available?
- How is it that we can't demand the requirements we desire as it relates to affordable housing and other major projects with developers?
- Why can't we manufacture / create/ produce and grow our own collective of developers who will not only abide by our requirements but who see it as an opportunity to partner with us to do what's right?
- We like to promote how we are examples to other communities and how we are "the first to (insert accomplishment here)". Wouldn't this be an amazing story we can all continue to (truthfully) tell about our little nimble community on the North Shore, that is taking matters into its own hands to help combat these critical, very solvable issues facing every community in the U.S.?
- Can we be creative with our Economic Development to foster conversations with our largest retailers, to help solve some of the existing and future mutual issues? Things like homeless persons in front of their stores affecting business and foot traffic and workforce development for employment in these stores. Surely this can be seen as an additional way to highlight their "good corporate citizenship", if nothing else in their eyes.
- Engaging our largest employers to partner on the initiative - for NU; this is an education equity issue, for Endeavour Health Syst; this is a health equity issue, for Hagerty Consulting; this is an equity issue regarding consulting in the areas they specialize in, for Underwriters Laboratories; this is equity based on their own mission statement "working for a safer world" - , Byline, BMO, Chase and Wintrust Banks; this is a financial services equity issue. And the list goes on.

This is not a request to just throw money at these issues and requests. **All of these entities have the human capital investment they can make at essentially no cost to them** - a Community engagement component, an investments arm, a strategic planning component and boards of directors consisting of

individuals who have created, adopted and nurtured effective ideas into well executed strategic plans on small and large scales.

We (the City of Evanston) offer a myriad of attractions to existing and potential partners from tech & innovation opportunities, to lakefront access, to multimodal transportation opportunities, to youth engagement, career pathways, access to a large manufacturing sector, world class arts & entertainment and incentives I am not even mentioning here.

There has to be someone(s) on the COE payroll (or at some school at NU) who can help us come up with a creative video or tiktok presentation series, to drive these points home in a creative, succinct and effective manner to help tell our story and get us on not only the right track, but on the right side of history.

Award Proposal

To: Minority / Women / Disadvantaged / Evanston Business Enterprise
Development Committee
From: Angela Wilson Pennisi
Kemone Hendricks
Ernest Noy
Date: March X, 2024

The purpose of the M/W/D/EBE Development is *To identify and assess the needs of the M/W/D/EBE community on a regular basis, develop a program to address the established needs of the M/W/D/EBE community* and the City of Evanston's vision is *Creating the Most Livable City in America*.

Establishing two awards that highlight the community contributions of M/W/D and Evanston small businesses supports both this vision and the purpose. We want more companies contributing to the livability and vibrancy of Evanston, and highlighting the contributions of a M/W/D and Evanston businesses provides an avenue for promoting all nominees, encourages continued contributions to Evanston by these businesses, and allows the nominees and winner to promote their business through this recognition.

Eligibility Criteria:

We debated the benefits of awards focused on community contributions of Evanston businesses versus awards highlighting valued and appreciated Evanston businesses and would like the committee's input on what qualities we wish to recognize in this process.

We recommend two awards, one recognizing an Evanston-owned M/W/D business and another recognizing an Evanston-owned and based business without requiring M/W/D ownership.

Utilizing a standardized nomination form, the committee would determine the eligibility of the nominees, including consideration of Small Business Administration eligibility requirements:

- The business must be in operation and operate for profit
- The business must not exceed the SBA definition of “small”, referencing the [North American Industry Classification System guidelines](#) related to sales and number of employees
- The business must not be a type of [ineligible business](#)

We recommend collaborating with the business districts, Special Service Area organizations, and [Enjoy Evanston](#) to promote the award. Once the committee has established the eligibility of the nominees, members of the community would vote online to determine the winning businesses. The awards would be presented during the Evanston Mayor’s State of the City Luncheon, typically held in March of each year.

We recommend a monetary award or grant for each recipient, ranging from \$2,000 to \$5,000, to either support their business’ work in the community, encourage continued contributions to the City of Evanston, or simply to recognize excellence.

Angela Wilson Pennisi

Award Proposal

To: Minority / Women / Disadvantaged / Evanston Business Enterprise
Development Committee
From: Angela Wilson Pennisi
Date: January 12, 2024

The purpose of the M/W/D/EBE Development is *To identify and assess the needs of the M/W/D/EBE community on a regular basis, develop a program to address the established needs of the M/W/D/EBE community* and the City of Evanston's vision is *Creating the Most Livable City in America*.

Establishing an award that highlights the community contributions of a M/W/D/EBE business supports both this vision and the purpose. We want more companies contributing to the livability and vibrancy of Evanston, and highlighting the contributions of a M/W/D/EBE business provides an avenue for promoting all nominees, encourages continued contributions to Evanston by these businesses, and allows the nominees and winner to promote their business through this recognition.

I would recommend collaborating with an existing Evanston awards event, such as the Evanston Chamber of Commerce or the Evanston Community Foundation to present the award. We could consider seeking nominations from each of the business district associations in Evanston to include businesses from all neighborhoods in the city. The nomination and award process itself could generate enthusiasm and excitement by providing a public voting process that the businesses could engage in with their customers and clients. The award could include a cash grant to support their work and encourage continued contributions to the City of Evanston.
